

House File 496 - Introduced

HOUSE FILE _____
BY MASCHER

(COMPANION TO SF 182 BY DOTZLER)

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act providing that employees should be paid based on
2 comparable worth and making penalties applicable.
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
4 TLSB 2448HH 82
5 ec/es/88

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1 1 Section 1. Section 729.4, subsection 1, Code 2007, is
1 2 amended to read as follows:
1 3 1. Every person in this state is entitled to the
1 4 opportunity for employment on equal terms with every other
1 5 person. A person or employer shall not discriminate in the
1 6 employment of individuals because of race, religion, color,
1 7 sex, national origin, or ancestry, and shall not discriminate
1 8 in compensation for work of comparable worth between jobs held
1 9 predominately by women and jobs held predominately by men.
1 10 "Comparable worth" means the value of work as measured by the
1 11 composite of the skill, effort, responsibility, and working
1 12 conditions normally required in the performance of work.
1 13 However, as to employment an individual must be qualified to
1 14 perform the services or work required.
1 15 EXPLANATION
1 16 This bill provides that a person or employer shall not
1 17 discriminate in providing compensation for work of comparable
1 18 worth between jobs predominately held by women and men. The
1 19 bill defines "comparable worth" as being the value of work as
1 20 measured by the skill, responsibility, and working conditions
1 21 involved in performing the work. A violation of this
1 22 provision constitutes a simple misdemeanor.
1 23 LSB 2448HH 82
1 24 ec:rj/es/88